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ABSTRACT

Describing the major developments since January 1974 within the larger 1969-1974 context, this document focuses particular attention to changes in enrollment and faculty composition between the Fall of 1973 and of 1974. Between 1973 and 1974, enrollment of black students increased from 10.7 percent to 11.9 percent of total enrollment in Tennessee's public colleges and universities. There is progress toward better racial distribution of students as indicated by the increase in white enrollment at the State University, and increases in black students' total student body at other institutions. Although the total number of black faculty increased from 345 to 360, their proportion remains the same because of the relatively larger increase in white faculty. There is progress toward desegregation of faculties, but it is apparent that progress toward desegregation of administrative staffs has been less than in the areas of student enrollment and faculty composition. Substantial progress is seen in the Nashville segment of public higher education, as indicated by the increase in white enrollment at Tennessee State University, continued substantial enrollment of blacks at University of Tennessee at Nashville, continued improvement in faculty mix, substantial improvement in the composition of the administrative staff, and the employment of a black administrator. Appended tables include racial composition of personnel, faculties, and student enrollment. (Author/AM)

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PROGRESS REPORT ON IMPLEMENTATION OF DESEGREGATION PLANS

May 12, 1975

On January 14, 1974, a report was made to the United States District Court for the Middle District of Tennessee, Nashville Division, of the progress made toward the desegregation of public higher education in Tennessee between July 1972 and the fall term of the 1973-74 academic year. Described below are the major developments since January 1974 within the larger 1969-1974 context, with particular attention to changes in enrollment and faculty composition between fall 1973 and fall 1974.

Data reported were derived from reports to the Tennessee Higher Education Commission by the public colleges and universities and staffs of the University of Tennessee Board of Trustees and the State Board of Regents.

Summary of Statewide Progress, Fall 1973 to Fall 1974

Between 1973 and 1974 enrollment of black students increased from 10.7 percent to 11.9 percent of total enrollment in Tennessee's public colleges and universities. Progress toward better racial distribution of students is illustrated by the increase in white enrollment at Tennessee State University from 6.9 in 1973 to 12.4 percent in 1974, while at the other institutions black students increased from 7.1 percent to 8.8 percent of their total student body.

Although the total number of black faculty increased from 345 to 360 between 1973 and 1974, their proportion remained the same, 5.7 percent, because of the relatively larger increase in white faculty. However, there was progress toward desegregation of faculties in that white faculty at TSU

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increased from 21.8 percent to 29.7 percent of the total, 1973 to 1974, and black faculty at the other institutions increased from 2.4 percent in 1973 to 2.8 percent in 1974.

It is apparent that progress toward desegregation of administrative staffs has been less than in the areas of student enrollment and faculty composition. The combined staffs of the University of Tennessee and the State Board of Regents systems' administration and that of the Tennessee Higher Education Commission included 0.9 percent black administrators in 1973 and 1.2 percent blacks in 1974.

Substantial progress occurred in the Nashville segment of public higher education, 1973 to 1974. White enrollment at TSU increased from 6.9 percent to 12.4 percent of the total, and UTN continued to show some improvement in black enrollment, increasing from 10.4 percent to 10.5 percent. TSU's faculty composition showed improvement, going from 21.8 percent non-black in 1973 to 29.7 percent in 1974. Similar progress was made with the UTN faculty which increased its black component from 3.1 percent in 1973 to 4.9 percent in 1974. The TSU administrative staff was 6.3 percent white in 1973 with an increase to 21.9 percent in 1974. Although not as marked, some progress has been made in the administrative staffing of UTN, from no blacks in 1973 to 2.1 percent black in 1974.

Racial Composition of Student Enrollment Statewide (Tables I and II)

In the fall of 1969 black students numbered 8,368 and constituted 9.5 percent of the total enrollment in Tennessee's public colleges and universities. By fall 1974 the total enrollment of black students had increased to 14,236 (11.9 percent of the total). During this five-year period black enrollment increased 70 percent while white enrollment increased only 29 percent. The shift in the distribution of black students among the institutions is

illustrated by the fact that in 1969, 53.8 percent of the black students were at Tennessee State University, which was 99 percent black, whereas in 1974 TSU's enrollment was 87.6 percent black and included only 28.9 percent of all the black students. Black enrollment at the other institutions increased from 3,869 in 1969 to 10,124 in 1974, an increase of 161.7 percent, while during this same period black enrollment at TSU decreased by 8.6 percent, from 4,499 in 1969 to 4,112 in 1974. The continuation of this improvement in distribution of black students is indicated by the fact that black enrollment as a proportion of the total at TSU decreased from 93.1 percent in 1973 to 87.6 percent in 1974; and, whereas, black enrollment at the other institutions increased from 7.1 to 8.8 percent of their total.

Indicative of the trend and suggesting what the immediate future will bring are the enrollment patterns of freshmen, 1971-74. (Complete data on freshmen are not available for 1969 or for 1970.) Blacks were 12 percent of the 1971 freshmen (3,878 of 32,317) with 44 percent (1,706) of them at TSU. In fall 1974 blacks were 15.8 percent of the freshmen (6,324 of 40,025) with 28.2 percent (1,785) of them at TSU. From 1971 to 1974 black freshmen increased 63 percent while there was only 18.5 percent increase in white freshmen. Continuation of the improvement in black representation among entering students is indicated by the increase from 14.3 percent to 15.8 percent of the total freshman enrollment which was black 1973 to 1974.

Thus, the trend toward increased black enrollment, absolutely and as a proportion of the total, continues. Of equal significance is the improved distribution of this enrollment among the public institutions, with Tennessee State becoming less black and the other institutions substantially increasing the percentage of their enrollment which is black. The causes of this dual development are many and interdependent, including improved institutional

efforts to attract and retain minority group students as well as societal factors beyond the scope of higher education.

A relatively new state government effort which has been instrumental in the increase in black enrollment is the tuition grant program begun in the fall of 1972. An analysis of the recipients of financial assistance through this program in the 1973-74 academic year showed that 32 percent were black. Since the grants are based on family financial need and blacks are disproportionately represented in the lower income group, it is apparent that this program, if continued, will assist in increasing black enrollment. Its continuation, however, is dependent upon the final outcome of litigation in the federal courts and the related efforts by Tennessee legislative and executive agencies to meet the requirements of the United States Constitution and also to provide funds for its operation.

Racial Composition of Faculties, Statewide (Table III)

Previous reports to the court have included data on numbers of faculty personnel expressed as FTE's (full-time equated positions). Such numbers are extremely difficult to obtain because the process requires taking into account teaching overloads for full-time faculty and exact fractions of time for part-time faculty. Of greater significance, it is felt that the more important consideration is the actual number, and proportion, of individuals of different races on the instructional staff of each institution. Hence, the numbers shown in the faculty composition analysis cannot be compared with those in earlier progress reports. However, it will be noted that Table III shows actual head-count of faculty for the fall terms of 1969, 1971, 1973, and 1974, thus making possible the determination of changes which have occurred.

In fall 1969 there were 277 black faculty members in Tennessee's public institutions, constituting 5.9 percent of the total. The black total had

increased to 345 in fall 1973 and to 360 in fall 1974. However, because of the relatively larger growth of the total faculty population, the percentage black had declined slightly to 5.7 percent for each of these years. During this period of time black faculty at TSU decreased from 229 (95 percent) in 1969 to 208 (78.2 percent) in 1973 and to 189 (70.3 percent) in 1974. Black faculty in the other public institutions increased from 48 (1.1 percent) in 1969 to 137 (2.4 percent) in 1973 and to 171 (2.8 percent) in 1974.

Thus, it is apparent that, although there has been more progress toward desegregation of the faculty at TSU than at the other institutions combined, there has been an improvement in the racial mix of faculties statewide. Because of the nationwide shortage of blacks qualified for college teaching positions, it will continue to be easier to increase the proportion of whites on the TSU faculty than to increase blacks at the other institutions.

Racial Composition of Administrative Staffs, Statewide

Because of differences in position classification between the two systems of public higher education (see Appendices A and B), it is more informative and more accurate to examine the racial composition of their administrative staffs separately.

State University and Community College System (Table IV)

In 1969 black administrators numbered 66 in the institutions now under the State Board of Regents, constituting 19.3 percent of the total. However, all of these were at Tennessee State University, whose administrative staff was 100 percent black. By 1973 black administrators had increased to 88, but because of the proportionately larger increase in total administrative personnel and the employment of some white administrators at TSU, the overall

percentage of blacks had decreased to 14.3. By 1974 black administrators had increased to 101, 14.7 percent of the total, with 75 percent of them being at TSU. In summary, black administrators at TSU decreased from 100 percent in 1969 to 78.1 percent in 1974, while in the other institutions there was an increase from 0 percent in 1969 to 4.4 percent in 1974.

University of Tennessee (Table V)

There were 16 black administrators on the University of Tennessee campuses in 1969, representing 2.5 percent of the total. By 1973 there were 37 black administrators, 4.7 percent of the total. Between 1973 and 1974 black administrators increased to 45, bringing the percentage to 5.6.

Non-Institutional Administrative Staff (Table VI)

Neither the University of Tennessee central administration nor the Tennessee Higher Education Commission employed any black administrators in 1969. The THEC employed one black in this category in 1974, representing 6.3 percent of the total professional staff. UT also had one black administrator in 1974, 0.7 percent of the total. The State Board of Regents' staff, in existence since 1972, has had no black person in an administrative or professional position.

Nashville Situation

1. Graduate Program in Education. On April 19, 1974, the court ordered into effect an "interim plan" to accomplish further desegregation in Nashville, pending the filing of a long-range, statewide plan before August 1. The interim plan required the termination of the UT Knoxville based graduate program in education being offered at UT Nashville and the concomitant expansion of the graduate program in education at Tennessee State University so as to provide comparable educational opportunities at that university. Program strengthening at TSU included the addition of master's degree offerings in

special education and in industrial education and the initiation of a program leading to the Specialist in Education (Ed.S.) degree with majors in administration and supervision and in curriculum and instruction.

The termination of the UTK graduate program in education at UTN and the strengthening of the TSU offerings in this field were instrumental in producing a significant increase, 1973 to 1974, in total graduate enrollment and in the enrollment of white graduate students at TSU. The total TSU graduate enrollment increased from 483 in fall 1973 to 675 in fall 1974, an increase of 39.8 percent. Total white graduate enrollment increased, 1973 to 1974, from 67 to 213, up 218 percent. Enrollment in the graduate program in education went from 319 in 1973 to 518 in 1974, an increase of 62.4 percent. The number of whites in the graduate program in education increased from 48 in 1973 to 191 in 1974, representing an increase of 298 percent.

2. Racial Composition of Student Enrollment, TSU and UTN. In fall 1969 black students constituted 99 percent of the total enrollment at Tennessee State University. The black proportion decreased to 93.1 percent by fall 1973 and further decreased to 87.6 percent in fall 1974. The annual enrollment count, 1969-74, detailed in Table I reveals an accelerating rate of desegregation at TSU, from an average of 1.5 percentage points decrease in black enrollment annually during the first four years of the period to a 5.5 point change between 1973 and 1974. This shift was due in large part to the developments in graduate enrollment, where there was an increase from 67 whites in 1973 (13.9 percent of total) to 213 (31.6 percent of total) in 1974. However, it is noteworthy that the number of white freshmen at TSU increased from 99 in 1973 (5.6 percent of total) to 195 in 1974 (9.5 percent of total). This

change did not occur because of any specific action comparable to the termination of the graduate offerings in education at UTN, which was a major factor in the increased white enrollment at the graduate level. Therefore, it can be assumed that TSU's efforts to attract more white students to its regular, daytime undergraduate program are beginning to have a significant effect. It is reasonable to assume that as the TSU image changes, more white students will be attracted at all levels.

The composition of the student body at the University of Tennessee at Nashville likewise is showing some improvement. In fall 1969 UTN had 123 black students (7.4 percent of total). Blacks increased to 495 (10.4 percent) in 1973 and to 526 (10.5 percent) in 1974. Thus, UTN is the most integrated of the University of Tennessee campuses, and among the universities it is exceeded in black enrollment by only Austin Peay, Memphis State, and Tennessee State. Significantly, UTN enrolled 35 black freshmen in 1969 (7.2 percent of total) and 207 in 1974 (12.4 percent).

3. Racial Composition of Faculties, TSU and UTN. As shown in Table III, in fall 1969 Tennessee State University's faculty was 95 percent black. By fall 1973 the black proportion had decreased to 78.2 percent, and in fall 1974, it was 70.3 percent. This reflects an increase in non-black faculty from 12 in 1969 to 80 in 1974.

UT Nashville employed one black faculty member in 1971 (representing 1.7 percent of the total). Blacks on the UTN faculty had increased to four in 1973 and six in 1974 (representing 3.1 percent and 4.9 percent respectively). In 1974 UTN had the largest proportion of black faculty among all of the predominantly white public universities.

4. Racial Composition of Administrative Staffs, TSU and UTN. Tennessee State University had no white administrators in 1969, and in 1973 there were

five whites (6.3 percent of the total). Between 1973 and 1974 there was an increase of 16 white administrators, bringing the total to 21 (21.9 percent).

UT Nashville employed its first black administrator in 1974, representing 2.1 percent of the administrative staff of that institution.

5. Improvements in the Physical Plant of TSU. During 1974 much of the work to improve the physical plant and its appearance at Tennessee State University involved the continuation of campus improvement programs, started in the prior year, along with new capital outlay projects presently under construction. Continuation of campus improvement programs included: completion of Phase I of the campus beautification program--construction of a landscaped plaza at the front of the Student Union Building, completion of the renovation of the Clement Building which houses the dental technology program and the UT School of Social Work, upgrading of the underground steam system, and football stadium improvements. New capital outlay projects presently under contract or with construction started include: construction of a new library building and construction of a central chilling plant to serve the library and the proposed business administration building and other facilities on campus. Plans to construct the business administration building are underway with the appropriation of $1,000,000 in 1974.

6. Summary of Progress in Nashville. The most significant elements of progress during 1974 toward the desegregation of public higher education include an acceleration of the increase in white enrollment at TSU, from 6.9 percent in fall 1973 to 12.4 percent in fall 1974; continued substantial enrollment of blacks at UTN, 10.4 percent in 1973 and 10.5 percent in 1974; continued improvement in faculty mix, 21.8 percent non-black at TSU in 1973 and 29.7 percent non-black in 1974, 3.1 percent black at UTN in 1973 and 4.9 percent black in 1974; substantial improvement in the composition of the administrative staffs, from 6.3 percent to 21.9 percent white at TSU between

1973 and 1974, and the employment of a black administrator at UTN; and continued improvements in the physical plant at TSU.

TABLE I

DEGREE CREDIT HEADCOUNT ENROLLMENT OF BLACK STUDENTS IN TENNESSEE PUBLIC INSTITUTIONS: TOTAL ENROLLMENTS, 1969 - 1974 FALL TERMS

Institutions	Total Black Enrollment						Black Enrollment as a % of Total					
	1969	1970	1971	1972	1973	1974	1969	1970	1971	1972	1973	1974
Regents Universities												
APSU	191	220	269	266	374	467	5.8	6.2	7.0	7.8	9.1	11..
ETSU	143	181	210	213	249	184	1.6	1.8	2.2	2.2	2.7	2.0
MSU	1,777	2,006	2,309	2,441	2,265	2,965	10.2	10.7	12.1	12.6	11.0	13.9
MTSU	193	242	277	352	447	551	2.6	3.0	3.2	3.8	4.6	5.4
TSU	4,499	4,362	4,364	4,265	4,135	4,112	99.0	98.5	97.7	95.7	93.1	87.6
TTU	50	83	85	97	111	128	0.8	1.3	1.4	1.5	1.6	1.9
Total without TSU	2,354	2,732	3,150	3,369	3,446	4,295	5.4	5.9	6.7	6.5	6.8	8.4
Total with TSU	6,853	7,094	7,514	7,634	7,581	8,407	14.3	14.1	14.4	14.2	13.8	15.0
Community Colleges												
Chattanooga	--	--	--	--	173	468	--	--	--	--	12.6	20.8
Cleveland	54	205	193	154	158	141	3.4	10.7	8.9	7.1	6.5	5.5
Columbia	107	109	153	131	119	131	8.8	8.2	11.5	9.9	9.3	9.6
Dyersburg	30	84	109	123	150	114	5.1	13.3	17.1	16.3	16.7	10.9
Jackson	174	150	174	140	173	238	12.1	10.3	12.9	10.5	10.1	13.0
Motlow	33	46	52	51	57	56	6.2	5.9	6.2	5.9	5.6	5.7
Roane	--	--	11	34	29	39	--	--	3.4	4.8	3.1	2.6
Shelby	--	--	--	640	1,376	1,949	--	--	--	60.4	62.6	59.3
Volunteer	--	--	63	91	73	74	--	--	10.9	7.6	5.4	4.4
Walters	--	13	44	73	79	61	--	3.1	4.0	5.4	4.6	3.2
Total Community Colleges	398	607	800	1,437	2,387	3,271	7.4	9.3	9.6	13.4	16.0	17.8
University of Tennessee												
UTK	560	635	670	742	821	1,104	2.4	2.7	2.6	2.9	3.1	3.9
UTC	264	314	406	371	422	418	7.0	7.2	8.4	7.6	8.5	8.3
UTCHS	18	28	27	35	48	51	1.1	1.6	1.5	2.0	2.4	2.6
UTM	152	231	296	303	414	459	3.6	5.0	6.1	6.1	8.5	9.2
UTN	123	112	248	380	495	526	7.4	5.7	8.7	10.9	10.4	10.5
Total University of Tennessee	1,117	1,320	1,647	1,831	2,200	2,558	3.2	3.6	4.1	4.5	5.1	5.7
Grand Total without TSU	3,869	4,659	5,597	6,637	8,033	10,124	4.6	5.2	5.8	6.7	7.1	8.8
Grand Total with TSU	8,368	9,021	9,961	10,902	12,168	14,236	9.5	9.6	9.8	10.3	10.7	11.9

TABLE VI

RACIAL COMPOSITION OF NON-INSTITUTIONAL ADMINISTRATIVE STAFF, FOR SELECTED YEARS, 1969-74

	Administrative Staff								Blacks as a % of Total			
	1969		1971		1973		1974		1969	1971	1973	1974
	Total	Black	Total	Black	Total	Black	Total	Black	%	%	%	%
State Board of Regents Staff [1]	*		*		14	0	21	0			0.0	0.0
UT Central Administration[2]	88	0	154	2	193	2	138	1	0.0	1.3	1.0	0.7
Higher Education Commission Staff [1]	8	0	13	0	15	0	16	1	0.0	0.0	0.0	6.3

1 Includes all non-clerical/supportive personnel

2 These figures include only those persons classified as "Executive" or "Administrative" in Appendix B. The decrease in number of administrators between 1973 and 1974 reflects a revision of job titles on July 1, 1974 which placed a number of individuals formerly classified as administrators into the professional category.

*The State Board of Regents was created in 1972. Prior to that year central administrative functions were located within the Tennessee Department of Education.

TABLE V

RACIAL COMPOSITION OF ADMINISTRATIVE PERSONNEL*, THE UNIVERSITY OF TENNESSEE INSTITUTIONS, FOR SELECTED YEARS 1969-74

	Administrators								Black Administrators as a % of Total			
	1969		1971		1973		1974		1969	1971	1973	1974
	Total	Black	Total	Black	Total	Black	Total	Black	%	%	%	%
University of Tennessee												
UTC	64	5	84	6	86	6	67	6	7.8	7.1	7.0	9.0
UTCHS	115	1	141	1	191	10	219	13	0.9	0.7	5.2	5.9
UTK	382	9	315	12	356	20	358	24	2.4	3.8	5.6	6.7
UTM	43	1	59	1	64	1	61	1	2.3	1.7	1.6	1.6
UTN			18	0	33	0	[illegible]	1		0.0	0.0	2.1
Inst. of Agriculture	42	0	46	0	53	0	55	0	0.0	0.0	0.0	0.0
Total	646	16	663	22	783	37	808	45	2.5	3.3	4.7	5.6

*See Appendix B for the guidelines used to classify these individuals.

TABLE IV

RACIAL COMPOSITION OF ADMINISTRATIVE PERSONNEL*, STATE BOARD OF REGENTS INSTITUTIONS, FOR SELECTED YEARS, 1969-74

Institutions	Administrators								Black Administrators as a % of Total			
	1969		1971		1973		1974		1969	1971	1973	1974
	Total	Black	Total	Black	Total	Black	Total	Black	%	%	%	%
Universities												
APSU	21	0	24	0	32	1	39	2	0.0	0.0	3.1	5.1
ETSU	40	0	54	1	66	1	69	1	0.0	1.9	1.5	1.5
MSU	104	0	131	0	167	5	171	8	0.0	0.0	3.0	4.7
MTSU	30	0	39	0	73	1	88	2	0.0	0.0	1.4	2.3
TSU	66	66	65	64	79	74	96	75	100.0	98.5	93.7	78.1
TTU	43	0	56	0	69	0	78	1	0.0	0.0	0.0	1.3
Sub-Total W/O TSU	238	0	304	1	407	8	445	14	0.0	0.3	2.0	3.1
Sub-Total W/ TSU	304	66	369	65	486	82	541	89	21.7	17.6	16.9	16.5
Community Colleges												
Chattanooga					17	0	13	1			0.0	7.7
Cleveland	5	0	9	0	11	0	11	0	0.0	0.0	0.0	0.0
Columbia	10	0	13	0	16	0	17	0	0.0	0.0	0.0	0.0
Dyersburg	6	0	14	1	12	1	16	1	0.0	7.1	8.3	6.3
Jackson	12	0	10	0	10	0	11	0	0.0	0.0	0.0	0.0
Motlow	4	0	6	0	10	0	8	0	0.0	0.0	0.0	0.0
Roane			6	0	9	0	14	0		0.0	0.0	0.0
Shelby			2	0	17	5	26	10		0.0	29.4	38.5
Volunteer			10	0	13	0	14	0		0.0	0.0	0.0
Walters	1	0	10	0	14	0	16	0		0.0	0.0	0.0
Sub-Total	38	0	80	1	129	6	146	12	0.0	1.3	4.7	8.2
Grand Total W/O TSU	276	0	384	2	536	14	591	26	0.0	0.5	2.6	4.4
Grand Total W/ TSU	342	66	449	66	615	88	687	101	19.3	14.7	14.3	14.7

*See Appendix A for the guidelines used to classify these individuals.

TABLE III

RACIAL COMPOSITION OF FACULTIES* IN TENNESSEE'S PUBLIC COLLEGES AND UNIVERSITIES, FOR SELECTED YEARS 1969-74

Institution	Full-Time and Regular Part-Time Faculty								Black Faculty As A % of Total			
	1969		1971		1973		1974		1969	1971	1973	1974
	Total	Black	Total	Black	Total	Black	Total	Black	%	%	%	%
Regents Universities												
APSU	133	0	148	2	178	4	173	2	0.0	1.4	2.3	1.2
ETSU	355	0	418	0	413	1	430	1	0.0	0.0	0.2	0.2
MSU	593	1	764	9	746	24	814	29	0.2	1.2	3.2	3.6
MTSU	290	0	420	1	429	2	428	6	0.0	0.2	0.5	1.4
TSU	241	229	247	220	226	208	269	189	95.0	89.1	78.2	70.3
TTU	285	0	292	0	311	0	317	0	0.0	0.0	0.0	0.0
Sub-Total W/O TSU	1,656	1	2,042	12	2,077	31	2,162	38	0.1	0.6	1.5	1.8
Sub-Total W/ TSU	1,897	230	2,289	232	2,343	239	2,431	227	12.1	10.1	10.2	9.3
Community Colleges												
Chattanooga					59	3	52	3			5.1	5.8
Cleveland	58	0	66	1	76	1	81	1	0.0	1.5	1.3	1.2
Columbia	45	0	58	2	55	3	50	3	0.0	3.5	5.5	6.0
Dyersburg	12	0	25	1	27	1	24	1	0.0	4.0	3.7	4.2
Jackson	49	1	63	3	60	3	61	3	2.0	4.8	5.0	4.9
Motlow	9	0	35	0	42	0	40	0	0.0	0.0	0.0	0.0
Roane			4	0	36	0	43	1		0.0	0.0	2.3
Shelby					38	8	75	14			21.1	18.7
Volunteer			32	1	57	4	64	4		3.1	7.0	6.3
Walters			20	0	48	0	47	0		0.0	0.0	0.0
Sub-Total	173	1	303	8	498	23	537	30	0.6	2.6	4.6	5.6
University of Tennessee												
UTC	213	5	256	9	253	10	293	11	2.4	3.5	4.0	3.8
UTCHS	462	1	501	3	630	10	715	16	0.2	0.6	1.6	2.2
UTK	1,253	9	1,229	10	1,315	23	1,368	33	0.7	0.8	1.8	2.4
UTM	201	1	254	2	266	4	248	4	0.5	0.8	1.5	1.6
UTN			58	1	131	4	123	6		1.7	3.1	4.9
Inst. of Agriculture	509	30	624	29	629	32	644	33	5.9	4.6	5.1	5.1
Sub-Total	2,638	46	2,948	54	3,224	83	3,391	103	1.7	1.8	2.6	3.0
Grand Total W/O TSU	4,467	48	5,293	74	5,799	137	6,090	171	1.1	1.4	2.4	2.8
Grand Total W/ TSU	4,708	277	5,540	294	6,065	345	6,359	360	5.9	5.3	5.7	5.7

*See Appendices A and B for the guidelines used to classify these individuals.

TABLE II

DEGREE CREDIT HEADCOUNT ENROLLMENT OF BLACK STUDENTS IN TENNESSEE
PUBLIC INSTITUTIONS: FRESHMEN 1969 - 1974 FALL TERMS

Institutions	Black Freshmen						Black Freshmen as a % of Total Freshmen					
	1969	1970	1971	1972	1973	1974	1969	1970	1971	1972	1973	1974
Regents Universities												
APSU	80	90	105	105	165	223	7.3	8.2	8.4	10.4	12.5	19.0
ETSU	55	56	95	88	63	75	1.9	3.3	3.1	3.0	2.9	2.6
MSU	641	694	652	742	605	606	12.6	14.2	13.0	14.7	12.3	12.5
MTSU	102	78	104	118	155	202	4.1	3.2	4.0	4.5	5.6	6.7
TSU	NA	1,687	1,706	1,631	1,630	1,785	NA	99.9	98.8	97.8	92.9	86.6
TTU	26	36	37	36	48	63	1.4	1.7	1.8	1.6	2.1	2.6
Total without TSU	904	954	993	1,089	1,056	1,169	6.7	7.7	7.1	7.8	7.5	8.2
Total with TSU	NA	2,641	2,699	2,720	2,686	2,954	NA	NA	17.6	17.4	16.9	18.2
Community Colleges												
Chattanooga	--	--	--	--	121	333	--	--	--	--	17.5	21.8
Cleveland	21	146	137	121	100	66	1.7	10.0	8.6	7.7	6.7	5.5
Columbia	71	76	101	78	79	81	9.0	8.8	12.8	9.9	10.6	11.2
Dyersburg	30	64	72	85	121	70	5.1	14.0	17.6	17.1	19.0	10.2
Jackson	145	121	115	90	113	109	13.4	13.1	15.3	12.7	13.9	17.6
Motlow	33	40	32	44	45	39	6.5	7.0	5.6	7.3	6.4	6.3
Roane	--	--	11	31	22	27	--	--	3.6	5.6	3.2	2.7
Shelby	--	--	--	614	1,268	1,608	--	--	--	60.6	69.3	64.7
Volunteer	--	--	62	73	49	62	--	--	10.8	7.1	4.7	4.5
Walters	--	13	36	54	42	31	--	3.6	4.6	6.3	4.7	3.4
Total Community Colleges	300	460	556	1,190	1,960	2,426	7.2	9.9	9.8	15.6	20.5	21.7
University of Tennessee												
UTK	230	231	231	258	323	442	3.5	3.2	3.4	3.3	4.0	5.5
UTC	48	156	154	120	149	124	3.6	9.5	9.7	8.1	10.9	9.4
UTCHS	6	NA	3	1	2	1	1.7	NA	5.6	4.2	6.7	3.2
UTM	80	117	138	114	168	170	5.1	6.8	7.4	6.5	9.6	10.7
UTN	35	51	87	139	187	207	7.2	8.2	10.4	12.8	11.2	12.4
Total University of Tennessee	399	555	613	632	829	944	3.7	5.0	5.5	5.2	6.4	7.5
Grand Total without TSU	1,603	1,969	2,172	2,911	3,845	4,539	5.6	7.0	7.0	8.7	10.5	11.9
Grand Total with TSU	NA	3,656	3,878	4,542	5,475	6,324	NA	NA	12.0	12.8	14.3	15.8

NA = data not available

APPENDICES

A. State Board of Regents: Notes and Definitions on Faculty and Administrative Statistics

B. The University of Tennessee: Notes and Definitions on Faculty and Administrative Statistics

NOTES ON FACULTY AND ADMINISTRATIVE STATISTICS

STATE BOARD OF REGENTS

In preparing the Progress Report Update tables for faculty, administrative and clerical/supporting personnel, it was agreed upon to use full-time and part-time headcount, (filled positions only) from the July 1, institutional personnel budgets. The following guidelines were used in deciding in which category the personnel should be classified.

A. Faculty includes the following:

1. Professors, associate professors, assistant professors, and instructors.
2. Chairpersons and department heads.
3. Counselors and coordinators with instructional responsibility.
4. Coaches.

B. Administration includes the following:

1. Deans, associate deans, assistant deans, and other executive officers.
2. Head librarians
3. Head coaches
4. Counselors and coordinators with administrative responsibility.

C. Clerical/Supportive includes the following:

1. Research Associates
2. Service Personnel
3. Assistant Librarians
4. Counselors and coordinators with supportive responsibility.

D. No graduate assistants were included.

Race was reported only in the personnel budgets for the 1973-74 and 1974-75 years. Based on the reported number of years experience with the institution, black personnel were identified in the 1960-70 and 1971-72 budgets. Through this we developed the estimate shown on the table.

March 20, 1975

EJO

NOTES AND DEFINITIONS ON FACULTY AND ADMINISTRATIVE STATISTICS

THE UNIVERSITY OF TENNESSEE

DEFINITIONS

1. Faculty includes all individuals with the following ranks: instructor, research instructor, extension instructor, assistant professor, research assistant professor, associate professor, research associate professor, professor, research professor, and lecturer. Graduate teaching assistants are listed separately. Graduate assistants and graduate research assistants are not included in these totals. Academic department heads, library staff with academic rank, and coaches holding faculty appointments are included in the list of faculty. Deans, assistant deans, and associate deans are included in the tabulation of administrators. Agricultural specialists, agricultural extension agents, and extension leaders are included among the faculty of the Institute of Agriculture. A more complete classification by position titles is attached.

2. The University of Tennessee at Nashville was created by act of the Tennessee General Assembly in April 1971; however, in the fall of 1970, a separate payroll and administrative staff had been established for the Nashville center, and hence statistics for UTN are given beginning in the Fall of 1970. Prior to that time, all faculty and administrators at Nashville were included in the University of Tennessee, Knoxville's totals.

3. In 1969, the Division of Continuing Education and the Institute for Public Service were administered by the Knoxville Campus and the personnel of these organizations are counted in the Knoxville totals for that year. Since 1970, these organizations have been part of the central administration and their personnel are counted in the central administration totals for 1970 and subsequent years.

4. The decrease in numbers of administrators on several campuses between 1973 and 1974 reflects a revision of job titles on July 1, 1974, which placed a number of individuals formerly classified as administrators into the "professional" category.

5. The decrease in faculty at UT Knoxville between 1969 and 1970 appears to reflect the separation of certain units from the Knoxville Campus, including UTN, and an actual decline in number of instructors brought about by a decline in freshman enrollment.

6. Statistics for the University of Tennessee Space Institute at Tullahoma are included with those for the Knoxville Campus; those for the Memorial Research Center and Hospital in Knoxville are included with those for the Center for the Health Sciences.

7. A significant portion of the instructional effort at UTN is provided by temporary part-time faculty. Such personnel, and others on the quarterly payroll (including such personnel as correspondence instructors and UTK Evening School quarterly instructors) are not included in the totals in the accompanying tables.

UNIVERSITY OF TENNESSEE

POSITION CATEGORIES

ACADEMIC, ADMINISTRATIVE, AND OTHER PROFESSIONAL EMPLOYEES

EXECUTIVE

President
Vice President
Associate Vice President
Assistant Vice President
Chancellor
Vice Chancellor
Associate Vice Chancellor
Assistant Vice Chancellor
Provost

ADMINISTRATIVE (1)

Senior Administrators
Junior Administrators
Deans and Acting Deans
Associate and Assistant Deans
Assistant to the Dean
Director and Acting Director
Associate, Assistant, and Deputy Director
Assistant to the Director
Superintendent
Associate and Assistant Superintendent
Supervisor
Assistant Supervisor
District Supervisor
Associate and Assistant District Supervisor
Registrar
Associate and Assistant Registrar
Manager and Head Resident
Assistant Manager
Editor
Associate and Assistant Editor
Chief
Assistant Chief
Cashier, Chief, and Assistant Cashier
Administrative Assistant
Assistant and Assistant to
Advisor, Consultant, Counselor, and Coordinator
Graduate Assistant
Planner, Estimator, Inspector of Property
Buyer
Dietician and Assistant Dietician
Research Associate
Research Director
Associate and Assistant Research Director

PROFESSIONAL (2)

Accountant, Associate and Assistant Accountant
Advisor, Associate and Assistant Advisor, Consultant
Analyst
Architect
Artist
Attorney
Auditor
Coach
Engineer
Medical Professional
Nursing Personnel
Other Medically Related Professionals
Resident , Intern , and Extern
Producer (Radio and TV)
Program Analyst and Supervisory Programmer
Assistant in Agricultural Extension
Other Agricultural Professionals
Safety Officer
Specialist
Trainer
Training Officer
Other Professionals

FACULTY (3)

Professor
Associate Professor
Assistant Professor
Instructor
Lecturer
Extension Instructor
Research Professor
Research Associate Professor
Research Assistant Professor
Research Instructor
Extension Agent
Associate, Assistant, and Junior Extension Agent
Agricultural Specialist

OTHER ACADEMIC PERSONNEL (2)

Consultants and Advisors
Professional Assistant, Assistant , Assistants-In
Research Associate and Research Assistant
Interns, Externs, and Residents
Demonstration Teacher
Medical Social Worker
Other

TEACHING ASSISTANTS

Graduate Teaching Assistant
Undergraduate Teaching Assistant

OTHER GRADUATE ASSISTANTS (2)

Graduate Assistant
Graduate Research Assistant

NON-WAGE CLASSIFICATION (2)

Fellows
Participants
Trainees
Post-Doctoral Trainee
Scholarship Recipient

(1) On July 1, 1974, the following positions were shifted from the Administrative to the Professional category: Accountant; Advisor and Consultant (if attached to academic unit); Analyst; Attorney; Auditor; Coach; Program Analyst; related titles including assistant and associate.

(2) Not included in Administrative or Faculty Tabulations.

(3) Includes all department heads, chairman, extension leaders, etc.

TABLE I

DEGREE CREDIT HEADCOUNT ENROLLMENT OF BLACK STU
PUBLIC INSTITUTIONS: TOTAL ENROLLMENTS, 1969

Institutions	Total Black Enrollment 1969	1970	1971	1972	1973
Regents Universities					
APSU	191	220	269	266	374
ETSU	143	181	210	213	249
MSU	1,777	2,006	2,309	2,441	2,265
MTSU	193	242	277	352	447
TSU	4,499	4,362	4,364	4,265	4,135
TTU	50	83	85	97	111
Total without TSU	2,354	2,732	3,150	3,369	3,446
Total with TSU	6,853	7,094	7,514	7,634	7,581
Community Colleges					
Chattanooga	--	--	--	--	173
Cleveland	54	205	193	154	158
Columbia	107	109	153	131	119
Dyersburg	30	84	109	123	150
Jackson	174	150	174	140	173
Motlow	33	46	53	51	57
Roane	--	--	11	34	29
Shelby	--	--	--	640	1,376
Volunteer	--	--	63	91	73
Walters	--	13	44	73	79
Total Community Colleges	398	607	800	1,437	2,387
University of Tennessee					
UTK	560	635	670	742	821
UTC	264	314	406	371	422
UTCHS	18	28	27	35	48
UTM	152	231	296	303	414
UTN	123	112	248	380	495
Total University of Tennessee	1,117	1,320	1,647	1,831	2,200
Grand Total without TSU	3,869	4,659	5,597	6,637	8,033
Grand Total with TSU	8,368	9,021	9,961	10,902	12,168

TABLE I

HEADCOUNT ENROLLMENT OF BLACK STUDENTS IN TENNESSEE
TUTIONS: TOTAL ENROLLMENTS, 1969 - 1974 FALL TERMS

tal Black Enrollment				Black Enrollment as a % of Total					
1971	1972	1973	1974	1969	1970	1971	1972	1973	1974
269	266	374	467	5.8	6.2	7.0	7.8	9.1	11.9
210	213	249	184	1.6	1.8	2.2	2.2	2.7	2.0
2,309	2,441	2,265	2,965	10.2	10.7	12.1	12.6	11.0	13.9
277	352	447	551	2.6	3.0	3.2	3.8	4.6	5.4
4,364	4,265	4,135	4,112	99.0	98.5	9[illegible].7	95.7	93.1	87.6
85	97	111	128	0.8	1.3	1.4	1.5	1.6	1.9
3,150	3,369	3,446	4,295	5.4	5.9	6.7	6.5	6.8	8.4
7,514	7,634	7,581	8,407	14.3	14.1	14.4	14.2	13.8	15.0
--	--	173	468	--	--	--	--	12.6	20.8
193	[illegible]4	158	111	3.4	10.7	8.9	7.1	6.5	5.5
153	131	119	131	8.8	8.2	11.5	9.9	9.3	9.6
109	123	150	114	5.1	13.3	17.1	16.3	16.7	10.9
174	140	173	238	12.1	10.3	12.9	10.5	10.1	13.0
53	51	57	56	6.2	5.9	6.2	5.9	5.6	5.7
11	34	29	39	--	--	3.4	4.8	3.1	2.6
--	640	1,376	1,949	--	--	--	60.4	62.6	59.3
63	91	73	74	--	--	10.9	7.6	5.4	4.4
44	73	79	61	--	3.1	4.0	5.4	4.6	3.2
800	1,437	2,387	3,271	7.4	9.3	9.6	13.4	16.0	17.8
670	742	821	1,104	2.4	2.7	2.6	2.9	3.1	3.9
406	371	422	418	7.0	7.2	8.4	7.6	8.5	8.3
27	35	48	51	1.1	1.6	1.5	2.0	2.4	2.6
296	303	414	459	3.6	5.0	6.1	6.1	8.5	9.2
248	380	495	526	7.4	5.7	8.7	10.9	10.4	10.5
1,647	1,831	2,200	2,558	3.2	3.6	4.1	4.5	5.1	5.7
5,597	6,637	8,033	10,124	4.6	5.2	5.8	6.7	7.1	8.8
9,961	10,902	12,168	14,236	9.5	9.6	9.8	10.3	10.7	11.9

TABLE II

DEGREE CREDIT HEADCOUNT ENROLLMENT OF BLACK ST
PUBLIC INSTITUTIONS: FRESHMEN 1969 - 19

Institutions	Black Freshmen 1969	1970	1971	1972	1973
Regents Universities					
APSU	80	90	105	105	165
ETSU	55	56	95	88	63
MSU	641	694	652	742	605
MTSU	102	78	104	118	155
TSU	NA	1,687	1,706	1,631	1,630
TTU	26	36	37	36	48
Total without TSU	904	954	993	1,089	1,056
Total with TSU	NA	2,641	2,699	2,720	2,686
Community Colleges					
Chattanooga	--	--	--	--	121
Cleveland	21	146	137	121	100
Columbia	71	76	101	78	79
Dyersburg	30	64	72	85	121
Jackson	145	121	115	90	113
Motlow	33	40	32	44	45
Roane	--	--	11	31	22
Shelby	--	--	--	614	1,268
Volunteer	--	--	62	73	49
Walters	--	13	36	54	42
Total Community Colleges	300	460	566	1,190	1,960
University of Tennessee					
UTK	230	231	231	258	323
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	2
UTM	80	117	138	114	168
UTN	35	51	87	139	187
Total University of Tennessee	399	555	613	632	829
Grand Total without TSU	1,603	1,969	2,172	2,911	3,845
Grand Total with TSU	NA	3,656	3,878	4,542	5,475

NA = data not available

TABLE II

HEADCOUNT ENROLLMENT OF BLACK STUDENTS IN TENNESSEE
INSTITUTIONS: FRESHMEN 1969 - 1974 FALL TERMS

Black Freshmen				Black Freshmen as a % of Total Freshmen					
1971	1972	1973	1974	1969	1970	1971	1972	1973	1974
105	105	165	223	7.3	8.2	8.4	10.4	12.5	19.0
95	88	63	75	1.9	3.3	3.1	3.0	2.9	2.6
652	742	605	606	12.6	14.2	13.0	14.7	12.3	12.5
104	118	155	202	4.1	3.2	4.0	4.5	5.6	6.7
706	1,631	1,630	1,785	NA	99.9	98.8	97.8	92.9	86.6
37	36	48	63	1.4	1.7	1.8	1.6	2.1	2.6
993	1,089	1,056	1,169	6.7	7.7	7.1	7.8	7.5	8.2
699	2,720	2,686	2,954	NA	NA	17.6	17.4	16.9	18.2
--	--	121	333	--	--	--	--	17.5	21.8
137	121	100	66	1.7	10.0	8.6	7.7	6.7	5.5
101	78	79	81	9.0	8.8	12.8	9.9	10.6	11.2
72	85	121	70	5.1	14.0	17.6	17.1	19.0	10.2
115	90	113	109	13.4	13.1	15.3	12.7	13.9	17.6
32	44	45	39	6.5	7.0	5.6	7.3	6.4	6.3
11	31	22	27	--	--	3.6	5.6	3.2	2.7
--	614	1,268	1,608	--	--	--	60.6	69.3	64.7
62	73	49	62	--	--	10.8	7.1	4.7	4.5
36	54	42	31	--	3.6	4.6	6.3	4.7	3.4
566	1,190	1,960	2,426	7.2	9.9	9.8	15.6	20.5	21.7
231	258	323	442	3.5	3.2	3.4	3.3	4.0	5.5
134	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
3	1	2	1	[illegible]	NA	[illegible]	[illegible]	[illegible]	[illegible]
138	114	168	170	5.1	6.8	7.4	6.5	9.6	10.7
87	139	187	207	7.2	8.2	10.4	12.8	11.2	12.4
613	632	829	944	3.7	5.0	5.5	5.2	6.4	7.5
172	2,911	3,845	4,539	5.6	7.0	7.0	8.7	10.5	11.9
878	4,542	5,475	6,324	NA	NA	12.0	12.8	14.3	15.8

TABLE III

RACIAL COMPOSITION OF FACULTIES* IN TENNESSEE'S PUBLIC COLLEGES AND

	Full-Time and Regular Part-Time Faculty					
	1969		1971		1973	
Institution	Total	Black	Total	Black	Total	Black
Regents Universities						
APSU	133	0	148	2	178	4
ETSU	355	0	418	0	413	1
MSU	593	1	764	9	746	24
MTSU	290	0	420	1	429	2
TSU	241	229	247	220	226	208
TTU	285	0	292	0	311	0
Sub-Total W/O TSU	1,656	1	2,042	12	2,077	31
Sub-Total W/ TSU	1,897	230	2,289	232	2,343	239
Community Colleges						
Chattanooga					59	3
Cleveland	58	0	66	1	76	1
Columbia	45	0	58	2	55	3
Dyersburg	12	0	25	1	27	1
Jackson	49	1	63	3	60	3
Motlow	9	0	35	0	42	0
Roane			4	0	36	0
Shelby					38	8
Volunteer			32	1	57	4
Walters			20	0	48	0
Sub-Total	173	1	303	8	498	23
University of Tennessee						
UTC	213	5	256	9	253	10
UTCHS	462	1	501	3	630	10
UTK	1,253	9	1,229	10	1,315	23
UTM	201	1	254	2	266	4
UTN			58	1	131	4
Inst. of Agriculture	509	30	624	29	629	32
Sub-Total	2,638	46	2,948	54	3,224	83
Grand Total W/O TSU	4,467	48	5,293	74	5,799	137
Grand Total W/ TSU	4,708	277	5,540	294	6,065	345

*See Appendices A and B for the guidelines used to classify these individuals.

TABLE III

TENNESSEE'S PUBLIC COLLEGES AND UNIVERSITIES, FOR SELECTED YEARS 1969-74

ular Part-Time Faculty					Black Faculty As A % of Total			
1	1973		1974		1969	1971	1973	1974
Black	Total	Black	Total	Black	%	%	%	%
2	178	4	173	2	0.0	1.4	2.3	1.2
0	413	1	430	1	0.0	0.0	0.2	0.2
9	746	24	814	29	0.2	1.2	3.2	3.6
1	429	2	428	6	0.0	0.2	0.5	1.4
220	226	208	269	189	95.0	89.1	78.2	70.3
0	311	0	317	0	0.0	0.0	0.0	0.0
12	2,077	31	2,162	38	0.1	0.6	1.5	1.8
232	2,343	239	2,431	227	12.1	10.1	10.2	9.3
	59	3	52	3			5.1	5.8
1	76	1	81	1	0.0	1.5	1.3	1.2
2	55	3	50	3	0.0	3.5	5.5	6.0
1	27	1	24	1	0.0	4.0	3.7	4.2
3	60	3	61	3	2.0	4.8	5.0	4.9
0	42	0	40	0	0.0	0.0	0.0	0.0
0	36	0	43	1		0.0	0.0	2.3
	38	8	75	14			21.1	18.7
1	57	4	64	4		3.1	7.0	6.3
0	48	0	47	0		0.0	0.0	0.0
8	498	23	537	30	0.6	2.6	4.6	5.6
9	253	10	293	11	2.4	3.5	4.0	3.8
3	630	10	715	16	0.2	0.6	1.6	2.2
10	1,315	23	1,368	33	0.7	0.8	1.8	2.4
2	266	4	248	4	0.5	0.8	1.5	1.6
1	131	4	123	6		1.7	3.1	4.9
29	629	32	644	33	5.9	4.6	5.1	5.1
54	3,224	93	3,391	103	1.7	1.8	2.6	3.0
74	5,799	137	6,090	171	1.1	1.4	2.4	2.8
294	6,065	345	6,359	360	5.9	5.3	5.7	5.7

hese individuals.

TABLE IV

RACIAL COMPOSITION OF ADMINISTRATIVE PERSONNEL*, STATE BOARD OF REGENTS I

Institutions	Administrators					
	1969		1971		1973	
	Total	Black	Total	Black	Total	Black
Universities						
APSU	21	0	24	0	32	1
ETSU	40	0	54	1	66	1
MSU	104	0	131	0	167	5
MTSU	30	0	39	0	73	1
TSU	66	66	65	64	79	74
TTU	43	0	56	0	69	0
Sub-Total W/O TSU	238	0	304	1	407	8
Sub-Total W/ TSU	304	66	369	65	486	82
Community Colleges						
Chattanooga					17	0
Cleveland	5	0	9	0	11	0
Columbia	10	0	13	0	16	0
Dyersburg	6	0	14	1	12	1
Jackson	12	0	10	0	10	0
Motlow	4	0	6	0	10	0
Roane			6	0	9	0
Shelby			2	0	17	5
Volunteer			10	0	13	0
Walters	1	0	10	0	14	0
Sub-Total	38	0	80	1	129	6
Grand Total W/O TSU	276	0	384	2	536	14
Grand Total W/ TSU	342	66	449	66	615	88

*See Appendix A for the guidelines used to classify these individuals.

TABLE IV

SONNEL*, STATE BOARD OF REGENTS INSTITUTIONS, FOR SELECTED YEARS, 1969-74

trators

ck	1973 Total	1973 Black	1974 Total	1974 Black	Black Administrators as a % of Total 1969 %	1971 %	1973 %	1974 %
	32	1	39	2	0.0	0.0	3.1	5.1
	66	1	69	1	0.0	1.9	1.5	1.5
	167	5	171	8	0.0	0.0	3.0	4.7
	73	1	88	2	0.0	0.0	1.4	2.3
	79	74	96	75	100.0	98.5	93.7	78.1
	69	0	78	1	0.0	0.0	0.0	1.3
	407	8	445	14	0.0	0.3	2.0	3.1
	486	82	541	89	21.7	17.6	16.9	16.5
	17	0	13	1			0.0	7.7
	11	0	11	0	0.0	0.0	0.0	0.0
	16	0	17	0	0.0	0.0	0.0	0.0
	12	1	16	1	0.0	7.1	8.3	6.3
	10	0	11	0	0.0	0.0	0.0	0.0
	10	0	8	0	0.0	0.0	0.0	0.0
	9	0	14	0		0.0	0.0	0.0
	17	5	26	10		0.0	29.4	38.5
	13	0	14	0		0.0	0.0	0.0
	14	0	16	0		0.0	0.0	0.0
	129	6	146	12	0.0	1.3	4.7	8.2
	536	14	591	26	0.0	0.5	2.6	4.4
	615	88	687	101	19.3	14.7	14.3	14.7

viduals.

TABLE V

RACIAL COMPOSITION OF ADMINISTRATIVE PERSONNEL*, THE UNIVERSITY OF TENNESS

	Administrators					
	1969		1971		1973	
	Total	Black	Total	Black	Total	Black
University of Tennessee						
UTC	64	5	84	6	86	6
UTCHS	115	1	141	1	191	10
UTK	382	9	315	12	356	20
UTM	43	1	59	1	64	1
UTN			18	0	33	0
Inst. of Agriculture	42	0	46	0	53	0
Total	646	16	663	22	783	37

*See Appendix B for the guidelines used to classify these individuals.

TABLE V

ONNEL*, THE UNIVERSITY OF TENNESSEE INSTITUTIONS, FOR SELECTED YEARS 1969-74

Administrators					Black Administrators as a % of Total			
	1973		1974		1969	1971	1973	1974
Black	Total	Black	Total	Black	%	%	%	%
6	86	6	67	6	7.8	7.1	7.0	9.0
1	191	10	219	13	0.9	0.7	5.2	5.9
12	356	20	358	24	2.4	3.8	5.6	6.7
1	64	1	61	1	2.3	1.7	1.6	1.6
0	33	0	48	1		0.0	0.0	2.1
0	53	0	55	0	0.0	0.0	0.0	0.0
22	783	37	808	45	2.5	3.3	4.7	5.6

iduals.

TABLE VI

RACIAL COMPOSITION OF NON-INSTITUTIONAL ADMINISTRATIVE STAFF

	Administrative Staff				
	1969		1971		197
	Total	Black	Total	Black	Total
State Board of Regents Staff [1]	*		*		14
UT Central Administration[2]	88	0	154	2	193
Higher Education Commission Staff [1]	8	0	13	0	15

1 Includes all non-clerical/supportive personnel

2 These figures include only those persons classified as "Executive" or "Administrative" in Ap
1973 and 1974 reflects a revision of job titles on July 1, 1974 which placed a number of ind
professional category.

*The State Board of Regents was created in 1972. Prior to that year central administrative fun
Education.

TABLE VI

TITUTIONAL ADMINISTRATIVE STAFF, FOR SELECTED YEARS, 1969-74

Administrative Staff						Blacks as a % of Total			
1971		1973		1974		1969	1971	1973	1974
otal	Black	Total	Black	Total	Black	%	%	%	%
*		14	0	21	0			0.0	0.0
54	2	193	2	138	1	0.0	1.3	1.0	0.7
13	0	15	0	16	1	0.0	0.0	0.0	6.3

tive" or "Administrative" in Appendix B. The decrease in number of administrators between
74 which placed a number of individuals formerly classified as administrators into the

year central administrative functions were located within the Tennessee Department of